

These Top Tech Companies Are Hiring First, Training Later



Madelyn Tavarez doesn't have a computer science degree. She studied economics in college and interned in finance-related roles before taking a 10-month coding course called Access Code, with the Coalition for Queens. Now Tavarez works for Pinterest—as an Android engineer. But first, she started as an **apprentice** Android engineer.

The Monterey County Workforce Development Boards goal is to increase client access to training and education programs that align with regional labor market dynamics, including apprenticeship programs and career pathway programs that grant “stackable” credentials.

The California WIOA State Plan states that between 2017 and 2027, the state will produce a million “middle-skill” industry-valued and recognized postsecondary , including *industry-recognized certificates, or certifications, or certificates of completion of apprenticeship, or professional licenses*, that facilitate movement into either the labor market or longer term educational programs aligned with the state's workforce needs.

During this time the state will also double the number of people enrolled in apprenticeship programs.

Despite high demand for tech talent, big-name employers tend to pick their new hires from predictable talent pools in their own backyards. A recent analysis by Paysa found that companies like Snap and Apple recruit heavily from Stanford, while Microsoft and Amazon stick to Seattle's own University of Washington. Not exactly a recipe for a workforce to mirror these firms' global user bases.

Once apprentices are installed in their new positions, the real work begins. At LinkedIn, apprentices generally meet one-on-one with team members at least once a week. They also have mentors who spend several hours each week either sitting right next to them or nearby. In addition to dedicated coaching time, each apprentice learns casually in team meetings and discussions.

For more on this article go to:
<https://www.fastcompany.com/40482650/these-top-tech-companies-are-hiring-first-training-later>
By Lydia Dishman (Apprentices in Tech)

MONTEREY COUNTY LABOR MARKET SNAPSHOT

October 2017

Apprentices in Agriculture



Over the last five decades, hands on learning, in the form of on-farm internships and apprenticeships, has played a key role in the training of new farmers in California and across the country. While the structure of on-farm internships and apprenticeships vary greatly, it is clear that working with established farmers provides an essential training opportunity for beginning farmers. These relationships are often informal and viewed by both parties as a work exchange instead of employment – on-farm training in exchange for help on the farm. On farm apprenticeship programs can exist legally if the program is certified and registered with the California Department of Industrial Relations (DIR), Division of Apprenticeship Standards (DAS). In 2011, DAS approved the first organic farming apprenticeship program in the state.

The program was created in Marin County in conjunction with the College of Marin and Fresh Run Farm. DAS apprentices are required to complete a certain number of courses at an accredited educational institution (such as a community college or technical school), and a certain number of hours of on-farm learning. These hours are determined on an individual program basis by the DAS. **Employment Training Panel (ETP)** is a state agency that provides financial assistance to California businesses to support customized worker training. ETP's purpose is to provide workers with secure jobs that pay competitive wages; further opportunities for advancement; help employers offset costs of job skills training and support training among employers and assist employers in keeping their businesses competitive. The program is performance-based, providing funds for trainees who successfully complete training and are retained in well-paying jobs for a specific period of time. ETP funding may be an option for funding apprenticeship programming, but only for programs registered with the Division of Apprenticeship Standards described above.

Source: ETP.ca.gov

You can refer to the ETP website at www.etp.ca.gov or call an ETP office in your area. More offices are listed online at www.etp.ca.gov/contact_us.cfm.

MONTEREY COUNTY LABOR MARKET SNAPSHOT

October 2017

Monterey County Industry Overview



The largest sector in Monterey County, California is Agriculture, Forestry, Fishing and Hunting, employing 53,408 workers. The next-largest sectors in the region are Accommodation and Food Services (21,815 workers) and Health Care and Social Assistance (21,068). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Agriculture, Forestry, Fishing and Hunting (LQ = 18.52), Public Administration (1.46), and Accommodation and Food Services (1.22).

Sectors in Monterey County, California with the highest average wages per worker are Mining, Quarrying, and Oil and Gas Extraction (\$107,145), Utilities (\$105,065), and Management of Companies and Enterprises (\$96,620). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Agriculture, Forestry, Fishing and Hunting (+5,272 jobs), Health Care and Social Assistance (+4,980), and Accommodation and Food Services (+3,128).

Over the next 5 years, employment in Monterey County, California is projected to expand by 8,918 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +2.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+2,231 jobs), Agriculture, Forestry, Fishing and Hunting (+1,470), and Accommodation and Food Services (+1,037).

MONTEREY COUNTY LABOR MARKET SNAPSHOT

October 2017

Occupation Snapshot



The largest major occupation group in Monterey County, California is Farming, Fishing, and Forestry Occupations, employing 40,949 workers.

The next-largest occupation groups in the region are Office and Administrative Support Occupations (21,909 workers) and Food Preparation and Serving Related Occupations (17,537).

Occupation groups in Monterey County, California with the highest average wages per worker are:

- Healthcare Practitioners and Technical Occupations (\$105,800),
- Management Occupations (\$98,500),
- Architecture and Engineering Occupations (\$94,800).
- The unemployment rate in the region varied among the major groups from 1.3% among Legal Occupations to 10.0% among Food Preparation and Serving Related Occupations.

5 Year Forecast

Over the next 5 years, the fastest growing occupation group in Monterey County, California is expected to be Healthcare Support Occupations with a +2.2% year-over-year rate of growth.

The strongest forecast by number of jobs over this period is expected for Farming, Fishing, and Forestry Occupations (+1,192 jobs) and Food Preparation and Serving Related Occupations (+837).

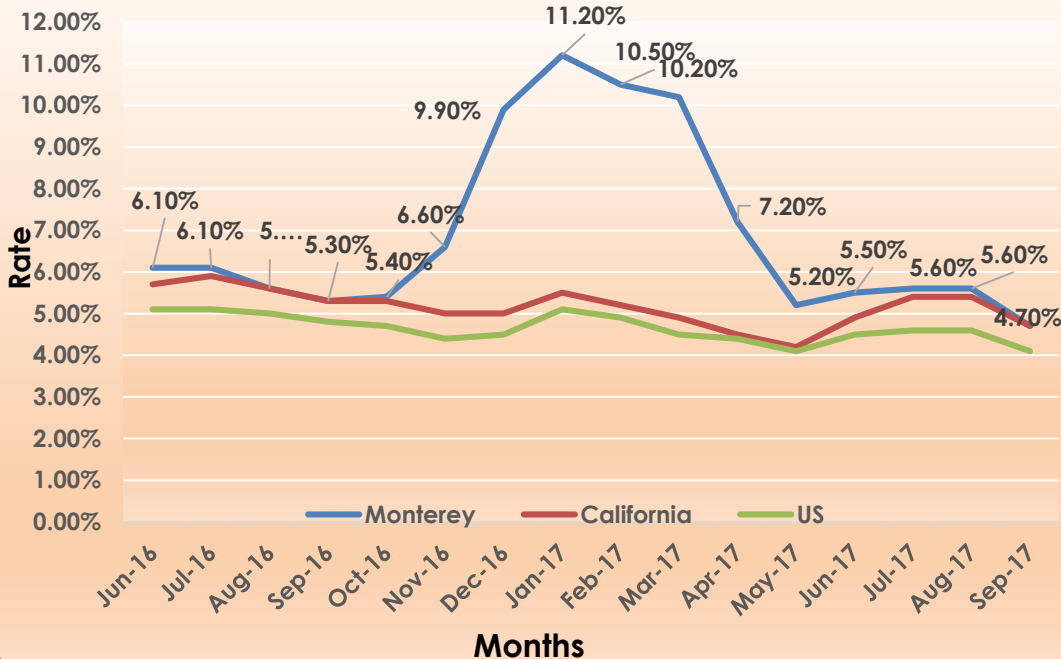
Over the same period, the highest replacement demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Farming, Fishing, and Forestry Occupations (5,511 jobs) and Food Preparation and Serving Related Occupations (3,441).

MONTEREY COUNTY LABOR MARKET SNAPSHOT

October 2017

Employment Summary*

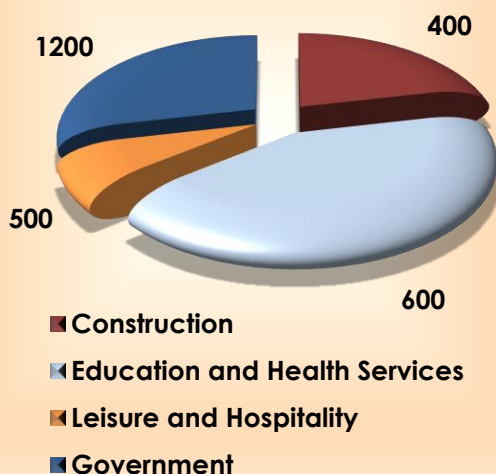
Monterey County Unemployment Rate



The unemployment rate in the Monterey County was 4.70% with 10,800 unemployed in September 2017, down from a revised 5.6% in August 2017, and above the year-ago estimate of 5.1%. This compares with an unadjusted unemployment rate of 4.7% for California and 4.1% for the nation during the same period.

Employment Gains and Job Ads

Job Gains September 2016 - September 2017



Occupations	Job Ads
Cooks, Restaurants	67
Maintenance/Repair Workers	75
Waiters and Waitresses	80
First-Line Sups/Office /Admin	82
Maids and Housekeeping Cleaners	75
First-Line Supervisors/Retail Sales	128
Heavy/Tractor/Trailer/Drivers	104
Retail Salespersons	171
First-Line Sups/Food Preparation	128
Registered Nurses	185

CA. EDD Help Wanted September 2017

*Data Released on October 17, 2017 for September 2017/MCWDB Special Projects 2017
Source: EDD Labor Market Information Division October 2017

MONTEREY SCORECARD – SPETEMBER 2017

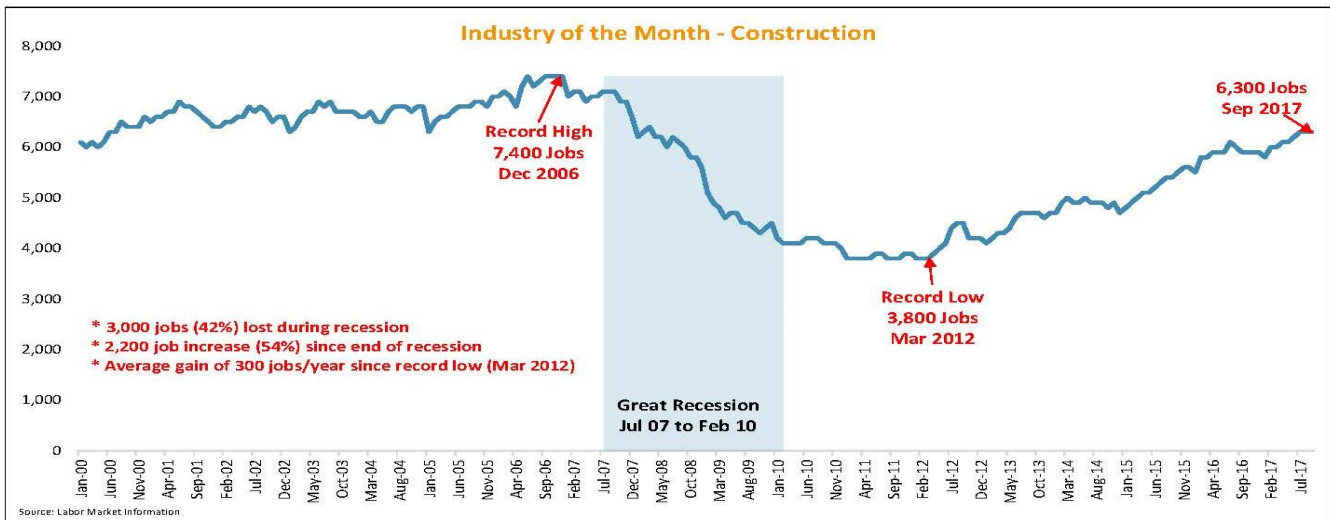


Top 10 Employers	Top 10 Jobs in Demand	Top 10 Cities with Jobs
<p>Based on Job Ads – Sep 2017</p> <ol style="list-style-type: none"> County of Monterey - 108 Destination Hotels - 105 Robert Half International - 89 Northrup Grumman - 88 California State University System - 76 Medoptions, Inc. - 72 Target Corporation-63 Soliant - 53 Memorial Health - 53 Army - 52 <p><small>Source: Conference Board Help Wanted OnLine®</small></p>	<p>Based on Job Ads – Sep 2017</p> <ol style="list-style-type: none"> Registered Nurses – 185 Retail Salespersons – 171 1st-Line Supervisors of Food Preparation & Serving Workers – 134 1st-Line Supervisors of Retail Sales Workers - 128 Heavy and Tractor Trailer Truck Driver – 104 1st-Line Supervisors of Office & Administrative Support - 82 Waiters and waitresses - 80 Maids and Housekeeping Cleaners – 75 Maintenance and Repair Workers, General – 75 Cooks, Restaurant - 67 	<p>Based on Job Ads – Sep 2017</p> <ol style="list-style-type: none"> Monterey – 1,493 Salinas – 1,323 Seaside – 396 Carmel-by-the-Sea – 354 Marina – 347 Soledad - 139 King City – 139 Pacific Grove – 120 Big Sur - 99 Greenfield – 74

MONTEREY SCORECARD-SEPTEMBER 2017

EDD|LMID| LOS ANGELES COASTAL REGION

CONTACT: ROBERT.LEE@EDD.CA.GOV or (626) 962-0420



NAICS	Industry Group	Number of Establishments	Average Monthly Employment	Total Quarterly Payroll (\$1,000)	Average Weekly Pay
2361	Residential Building Construction	307	1,371	\$17,546	\$984
2362	Nonresidential Building Construction	25	395	\$6,935	\$1,350
2371	Utility System Construction	17	456	\$6,726	\$1,134
2372	Land Subdivision	5	18	\$447	\$1,875
2373	Highway, Street, and Bridge Construction*	--	--	--	--
2379	Other Heavy Construction*	--	--	--	--
2381	Building Foundation/Exterior Contractors	111	881	\$10,450	\$912
2382	Building Equipment Contractors	223	1,299	\$17,517	\$1,037
2383	Building Finishing Contractors	175	896	\$9,919	\$851
2389	Other Specialty Trade Contractors	36	270	\$3,435	\$977

Source: Quarterly Census of Employment and Wages - 1st Quarter 2017
* Some industry groups have been suppressed for confidentiality reasons.

MONTEREY SCORECARD-SEPTEMBER 2017

EDD|LMID| LOS ANGELES COASTAL REGION

CONTACT: ROBERT.LEE@EDD.CA.GOV or (626) 962-0420